

# VIS: GENDER BALANCE IN COACHING

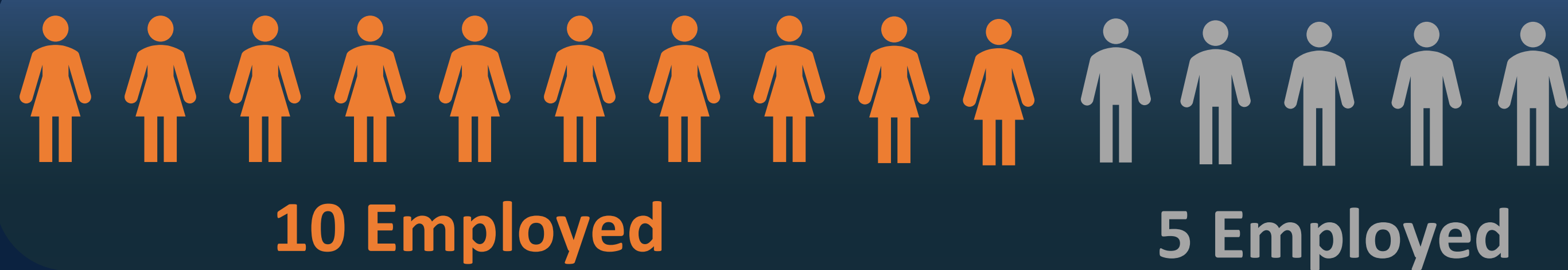
Victorian Institute of Sport | Success in Sport and Life

## Overview

The VIS has a positive gender balance across its coaching staff. This has been achieved in the absence of an agenda or policy objective.

This favorable position can, in some part, be attributed to a robust recruitment process, strong leadership and allyship and supportive coach culture that considers the individual needs of each coach.

## Outcomes



Across 6 Sports



Across 5 Sports



## Contributing Factors



### Robust Recruitment Process

Gender representation, broad organisational perspectives represented on interview panels to reduce bias. The recruitment process places a high value on personal fit for the VIS, alongside experience, knowledge and potential.

### Leadership and Allyship

Gender balance in Leadership - female CEO, Board (75%) with a female Chair and Executive (50%) - and strong male allies for women in coaching.



### Individual Coach Support

The role of the VIS management is to create a workplace for coaches to operate to the best of their ability and in doing so, the VIS supports the needs of the individual.



### Positive Culture

VIS are committed to creating and reaffirming a gender inclusive culture that empowers our people and encourages diversity within our organisation



### Flexible Work Arrangements

In valuing the retention of good coaches, the VIS adopted flexible work arrangements to accommodate coaches through different stages of their life.



## Coach Quotes

*"I always felt valued at the VIS, especially when I returned back from maternity leave. I was feeling low on confidence (after both babies) and had an assumption that VIS (like so many other organisations) would be dismissive of me and what I needed...they were the opposite. I was always the 'head coach' of the program and they talked about fitting the 'pieces' around me. This made me feel valued and confident that I could do it."*

*"They actually listen to what your roadblocks are and then are not afraid to forge a new path"*

*"The VIS offers a super supportive and inclusive environment that has enabled me to make my passion a reality"*

*"The VIS has demonstrated an understanding of the complexities of being a mother and a coach, from the recruitment process through to taking maternity leave. Juggling a young family and coaching commitments has never been a hurdle to employment with VIS, with managers keen to embrace this challenge. Employee wellbeing is front of mind and allowing flexibility and alternate work arrangements, taking a long term view of employment and having open and honest conversations, makes working at the VIS as a mother awesome."*

## Considerations



Risk that current results rely on current personnel, and are not embedded in the organisation.

## Broader Challenges

'Token Female', under-valued, disrespected

National Team Environment



Lack of flexibility of National Roles

Lack of flexibility of National Roles

Travel demands with young family



Knowledge of the coaching talent pool when looking for support roles.

Coaching Talent Pool

